

## Medical researchers' salaries no longer competitive, official warns

*Forum held to assess effects of cuts on the city's health research capacity*

By David Holehouse

Health research is a \$50 million industry in Edmonton that supports up to 1,800 jobs and stimulates the overall economy, says Joel Weiner, Associate Dean (Research) with the Faculty of Medicine. Almost three-quarters of the investment comes from outside Alberta, attracted here by top-notch scientists and facilities working at a variety of locations in Edmonton.

Dr Weiner said reduced support—common across Canada—will make Edmonton less competitive when some other countries are increasing their funding dramatically. "We will be in a desperate position, and it will reflect on Alberta as well as on Canada," he said at a recent forum to consider the effects of health care funding cuts and the possibility that Edmonton is losing a research advantage.

Speakers at the forum held in the Walter C. Mackenzie Health Sciences Centre agreed that health care costs had been spiralling upward before government cuts began, and said they supported reform of the system. They also pointed, however, to some outcomes that the government and community should consider during the process of designing the system of tomorrow.

Dr Weiner listed the most immediate threats to Edmonton's research community. Those included: scientists have less time to do their work; there is an erosion of the infrastructure; salaries are less competitive; there is a "brain drain" from Alberta; and there is not enough money for young scientists to develop internationally competitive programs.

Lorne Tyrrell, Dean, Faculty of Medicine, said there was a recognition that health care costs were rising too sharply and reform was needed. He said patients, physicians and politicians all contributed to excessive spending on health. His concern now, however, is that Edmonton's carefully constructed mass of excellence

in research personnel and facilities could be in jeopardy.

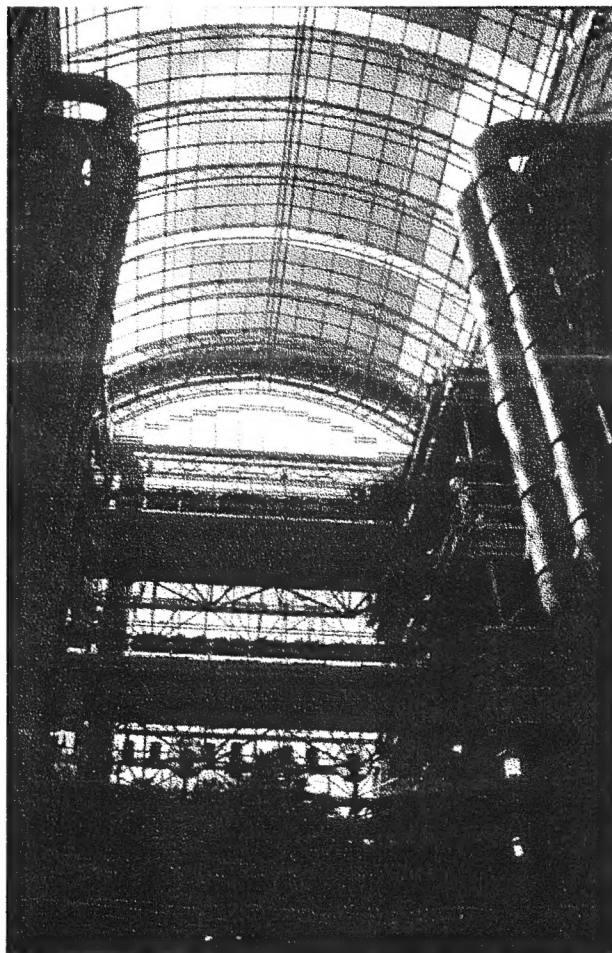
"A 1993 review of the Alberta Heritage Foundation for Medical Research said this was one of the most successful experiments ever seen, and Edmonton and

*Continued on back page*



**Let's not jeopardize Edmonton's carefully constructed mass of excellence in research personnel and facilities.**

*Dean of Medicine and Oral Health Sciences  
Lorne Tyrrell*



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At the Senate meeting, the Alberta Chamber of Commerce president gave her views about what U of A graduates will need for the job market. A special report on the forum.

## Internal fund-raising campaign nearing its goal

*Almost 90 percent of the goal has been met*

By Folio staff

We're close. That's the message from officials involved in the internal fund-raising campaign. About \$1,543,403 has been raised from faculty and staff. The goal is \$1,800,000. Close to 30 percent have given; the goal is 35 percent.

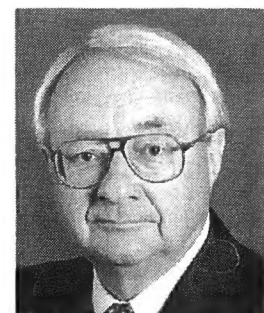
Cash and pledges continue to come in from all 44 administrative and academic units on campus. "We will extend the campaign completion date for one month to the end of December, before officially ending the internal fund-raising campaign," says Terry Flannigan, Executive Director of External Affairs.

"I'm pleased and proud of staff at the U of A for the significant support they have shown

for their University," he said. "Everyone has made financial sacrifices over the last three years, but even in the face of these many have stepped forward to make our internal campaign such a success."

Dr Flannigan thanked all those volunteers who worked so hard in their units to get the participation rate so close to the goal. "But most importantly, all those who have invested in the U of A have to be thanked...it all makes sense," he said. "It has been a real team effort."

The internal fund-raising campaign precedes the major fund-raising campaign, expected to get under way in the Spring of 1997. ■



*Terry Flannigan,  
Executive Director of  
External Affairs*

## Perfection!

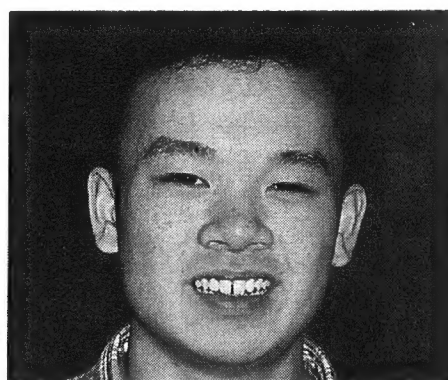
*Re-examination of IB marks reveals a perfect score for Engineering student Tim Poon*

By David Holehouse

"Could do better" is what Gord Cameron must have thought when student Tim Poon scored 44 out of a possible 45 on his high school International Baccalaureate program.

Cameron, IB coordinator at Old Scona Academic High School in Edmonton, played his hunch and asked IB scrutineers to take another look at Poon's marks. The final result: a rare and perfect 45. Only a few IB students around the world pull in a perfect score each year, but Edmonton this year produced two: Poon, an engineering student, and Wynne Leung, a U of A physiology student.

"The maximum score on the six IB exams is 42, and then another three points are given for an essay and a small theory



*Engineering student Tim Poon*

of knowledge course", Poon says. "In August my marks showed I had 44 out of 45, because I got six instead of seven for the

biology exam. When people at Old Scona wanted to have the marks reviewed I said 'fine'.

"I was pretty happy with what I had. I didn't expect they'd be able to get anything changed. But then when the results came in late October, they had rescored the exam and moved my mark to a seven. It was a total surprise to me. I was very happy and amazed that I had that score, and what really impressed me was that there was someone else in Edmonton who'd done the same thing."

The engineering student said he'd always intended to attend the University of Alberta. Financial incentives for top students, including the Chancellor's Citation for \$15,000, "just made it better". ■



# Vice-President Martha Piper to be University of British Columbia's next president

Will take up her new responsibilities in July 1997

By Folio staff

Martha Piper, Vice-President (Research and External Affairs), has been appointed the University of British Columbia's next president.

Dr Piper succeeds David Strangway, who completes his second six-year term on June 30, 1997. She will take up her new duties as president in July 1997.

President Rod Fraser said Martha Piper has demonstrated that she is the number one VP Research in the country; she has made an outstanding contribution to national committees and task forces. Her *Research Makes Sense* campaign has spread well beyond Alberta's borders, he told Senate members at their recent regular meeting. And the fact that she has become

qualifications and personal qualities of a wide and diverse field of outstanding candidates for the presidency of UBC," said Dr Sauder.

"I regret seeing her leave," said the chair of the Board of Governors community and government affairs committee Betty Anne Pearson. "This is a wonderful opportunity for her and the U of A should be proud. She has helped us show the community and stakeholders the importance of the U of A. Martha's initiatives are indicative of the strengths of the U of A," she told Senate.

Dr Piper has the proven academic and institutional leadership, and management and administrative abilities necessary to successfully head a complex institution such as UBC, said UBC Board of Governors Chair Shirley Chan.

"Her demonstrated strengths in building internal and external relationships, especially in difficult financial times such as those recently faced in Alberta, combined with her outstanding personal qualities, make her the best fit for UBC."

Dr Piper assumed the position of Vice-President (Research) at the University of Alberta in January 1993 and her position was expanded to include the External Affairs portfolio in July 1995.

During her tenure, external research funding at the University of Alberta increased by 25 per cent. Dr Piper has been instrumental in promoting the importance of university research to the broader community through the *Research Makes Sense* initiative. She has also assisted in preparing the University of Alberta for the largest fund-raising campaign in its history.

From 1985-1992, she served as Dean of the Faculty of Rehabilitation Medicine at the University of Alberta. Prior to that, she was Director of the School of Physical and Occupational Therapy at McGill University, from 1979-1985.

A Canadian citizen born in Lorain, Ohio, Dr Piper received her BSc in Physical Therapy from the University of Michigan, her MA in Child Development from the University of Connecticut, and her PhD in Epidemiology and Biostatistics from McGill University.

Dr Piper's teaching and research interests are directed towards the developmentally delayed infant, with particular focus on early identification of infants with development delays, and assessing the efficacy of specific interven-



Martha Piper

tions commonly employed in the treatment of physically and mentally handicapped children.

Funding support for her research has come from the Fonds de la Recherche en Sante du Quebec, March of Dimes Birth Defects Foundation, National Health Research and Development Program, Health and Welfare Canada, National Institute of Mental Retardation, MSI Foundation, Northern Alberta Children's Hospital Foundation and the Hospital for Sick Children Foundation.

Her current appointments include serving as a board member of: TR Labs; Centre for Engineering Research; Alberta Research Council; Protein Engineering Networks Centre of Excellence; Economic Development Edmonton; and the Canada-Israel Industrial Research Foundation.

In August 1994, she was appointed by Prime Minister Jean Chretien to the National Advisory Board on Science and Technology and she chaired a sub-committee on Quality of Life. She is a member of the University Advisory Board, Industry Canada, and was recently appointed to the General Assembly of the Humanities and Social Sciences Federation of Canada.

In July 1996, Dr Piper was appointed by the Prime Minister as a member of the Advisory Council on Science and Technology and in October 1996, she received the Leadership Award in Science and Technology from the Alberta Science and Technology Foundation.

She is married to William Piper and they have two daughters. ■

**"Dr Piper has the proven academic and institutional leadership, and management and administrative abilities necessary to successfully head a complex institution such as UBC."**

*UBC Board of Governors Chair Shirley Chan*

UBC's next president demonstrates the U of A has some very good people, he said.

The UBC Board of Governors made the appointment on the unanimous recommendation of a 19-member presidential search committee, chaired by UBC Chancellor William Sauder, which conducted an extensive search throughout North America.

"The search committee, composed of a broadly based group of faculty, staff, board members, and alumni, assessed the background, experience, professional

## FOLIO

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Folio's mandate is to serve as a credible news source for internal audiences by communicating accurate and timely information about issues, programs, people and events.

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## UNIVERSITY OF ALBERTA CAMPAIGN



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## CURRENTS

### NASA HOLDING FALL GENERAL MEETING

The Non-Academic Staff Association is holding its annual fall general meeting, Thursday, 5 December, 4:45 pm, in Room 231/237 Law Centre.

### RECEPTION BEING HELD FOR ZENIA HAWRYSH

The Department of Agricultural, Food and Nutritional Science will be holding an afternoon tea to honour Zenia Hawrysh on the occasion of her retirement as University Professor. The reception will be held 20 December, 3:30 to 5:30 pm, on the fifth floor lounge area of the Agr/For Centre. A brief program will begin at 4:00 pm. All are welcome.

Contributions to memorabilia of photography, humorous anecdotes, poems and congratulatory letters for binding and presentation to Zenia can be sent to: Department of Agricultural, Food and Nutritional Science, 410 Agriculture-Forestry Building; T6G 2P5; fax: 492-8914; E-mail: skatzeff@afns.ualberta.ca. For more information and to RSVP, call Sharon Katzeff at 492-9565 by 12 December.

### LIBRARY SHUTDOWN WILL AFFECT SOME SERVICES

A three-day shutdown/upgrade, 18-20 December, will affect some library services:

- The GATE (NEOS) Library catalogue and some GATE databases\* will be unavailable;

- Renewals, searches, requests, recalls of Library materials will be unavailable;

- Library materials may be signed out. However, locating materials on library shelves will be limited due to the catalogue shutdown;

- Payment of fines and issuing of library cards will not be possible; and,

- Library materials should be returned as usual.

University Libraries will remain open during posted hours.

\*The following databases will not be available during the shutdown: ABI Inform, Biological and Agricultural Index, ERIC (NEOS only), Humanities Index and Social Sciences Index. Provision of current and anticipated library services has necessitated the installation of an upgrade to the Libraries' automated system. The Library apologizes for any inconvenience which may be experienced by its users.

### NEW INSTITUTE HOLDING OPEN HOUSE

The Parkland Institute, a new research centre in the Canadian political economy tradition, is inviting anyone interested in public policy issues to attend its first open house, 6 December, 3:00 to 6:00 pm, at 11044 90 Avenue.

### THE LAW AND THE SUPERVISOR

The Faculty of Extension will be offering a two-day seminar on the law and how it applies to the workplace. It will take place on Monday and Tuesday, 2 and 3 December, from 8:00 am to 5:00 pm. Call 8315 for more information.

### DONATIONS SOUGHT FOR SILENT AUCTION

The Child Study Centre will be holding its second annual silent auction, 7 December, at the North Power Plant in the back lounge. The Centre is currently looking for donations, goods and services from staff and students. Money raised will be used to buy equipment and supplies for the Centre. Phone 492-2811 for more information.



# University opens southern Alberta liaison office in...Calgary

## Will be used for industry liaison, student recruitment and fund-raising; possible other uses in the offing

By Michael Robb

University of Alberta  
Southern Alberta Liaison Office  
Suite 1100, 333 5th Avenue SW,  
Calgary, Alberta, T2P 3B6

No, that's not a typo. The University of Alberta now has an office in the province's other major city—and its official opening takes place 9 December.

"The opening of the office marks a significant step in bringing the University of Alberta closer to the people of Calgary and southern Alberta," says Board of Governors chair John Ferguson.

According to Director of Development and SALO spokesperson Guy Mallabone, the Office will give the University on-site support for its fund-raising campaign activities in southern Alberta and longer term development work. "The fact is,



Director of  
Development  
Guy Mallabone

Calgary has the second largest number of head offices in Canada, and the U of A needs a presence in the southern part of the province. We need to be there."

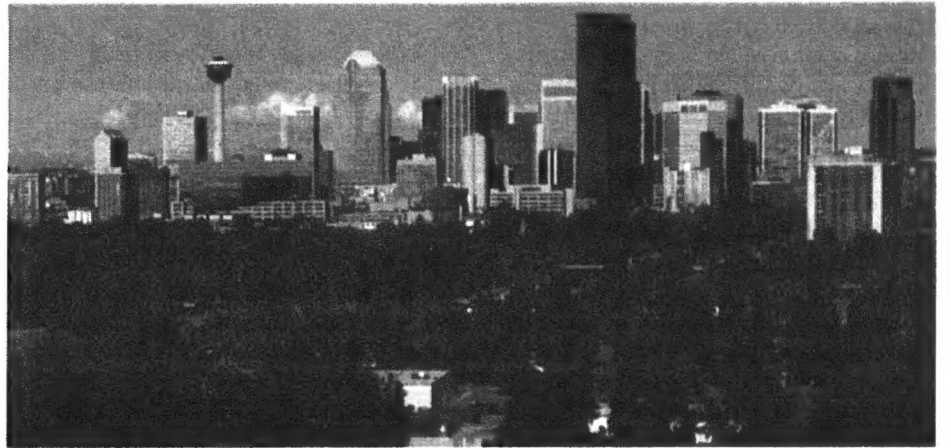
The Development Office hasn't wasted any time;

it's hired Richard Walker as a senior development officer (major gifts) to work out of SALO. The Industry Liaison Office and the Faculty of Engineering Cooperative Education Program will also use the office.

The establishment of the office happened as a result of ILO Director Jim Murray's desire to heighten the profile of the U of A in the southern part of the province, and increase industry liaison activities in Calgary. At the same time, the Development Office suggested it needed to have a stronger presence in the southern part of the province. Mallabone says this is just the beginning. The Registrar's Office will be using the facility and other groups on campus could find a need to establish activities out of the Calgary office.

"As SALO matures and develops, we hope it will be able to serve as a 'home base' for faculty and staff when they are in Calgary," says Mallabone. And people in the southern part of the province will be able to visit the office to gather information about the U of A.

Dean of Engineering David Lynch says the Faculty will be hiring a fulltime cooperative education placement coordinator who will work out of the Calgary office. The Faculty hopes to have that person in place by the new year. According to the



The U of A "returns" to the City of Calgary.

Dean, the Faculty's expansion of its cooperative education programs has allowed the Faculty to hire a coordinator for the Calgary office. Already one of the biggest in the country, the Faculty expects its cooperative education program to expand by over 50 percent, to 1,150 work terms per year by the year 2000.

Access Fund approvals have been given for expansion of cooperative education in the Chemical, Environmental and Computer engineering areas. And the Calgary market is very important to the

Faculty, says the Dean. "This will help us provide better service to Calgary and southern Alberta."

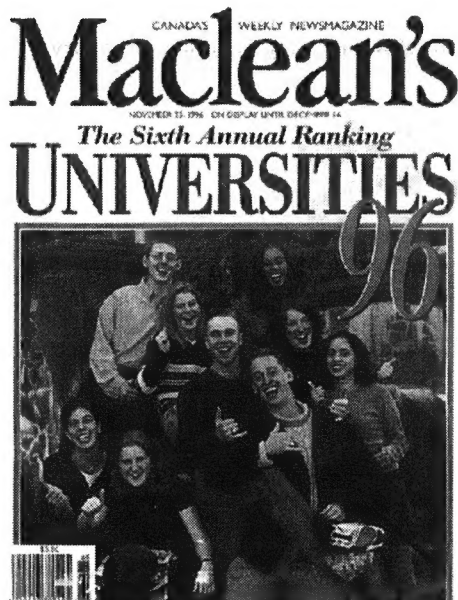
The SALO office has space on the third and eighth floor of a downtown office tower, complete with a board room, meeting room, conference space, interview room and a shared receptionist with Western Management Consultants.

People on campus that may have an interest in using the facility can contact Tamara Shultz at 4418. Walker can be reached at 531-5874, or by fax at 531-5879. ■

# Senate supports proactive marketing campaign to combat Maclean's ranking and to demonstrate U of A's accomplishments

Still problems with Maclean's survey methodology, President Rod Fraser tells Senate members

By David Holehouse and Michael Robb



Number eight last year, and number eight this year. That's where the recent Maclean's Magazine survey of Canadian universities has ranked the University of Alberta. But according to a number of senior administrators and Senate members on campus, this is not where the University should be.

At its regular meeting 22 November, Senate members passed a motion to support a proactive marketing program which focusses on published data emphasizing the U of A's accomplishments. The motion followed a lengthy discussion about the impact of the recent Maclean's Magazine ranking.

"I think we should be in fifth spot, if it was an equal playing field and everyone responded in the same way," President Rod Fraser said.

Two areas in the rankings cause us a great deal of angst, President Fraser told Senate members. First, the rankings don't adequately take into account the U of A's outstanding library resources. While the University's library is ranked second in Canada by the Association of Research Libraries, the magazine ranks the U of A's acquisitions and expenses seventh and

sixth respectively. And second, the President outlined, the ranking of the student body does not take into account the grade inflation occurring in Ontario. Yet, in a recent international survey, Alberta and BC ranked well ahead of Ontario and Quebec in mathematics and science examinations.

"We've been ineffective so far in getting Maclean's to say anything other than, 'Well, you may have a point there'."

The Maclean's survey uses 22 performance measures that, it believes, provide a snapshot of how universities are doing. The survey gives some indication of how each university compares with others in its category, and how it compares with its own record of a year earlier.

The University places eighth among 13 medical/doctoral universities. Here are some highlights:

- Reputation with counsellors and CEOs is on the rise;
- The campus is attracting more out-of-province students;
- Operating expenditures per student have fallen; the size and number of scientific research grants generated are down slightly;
- The percentage of first-year classes taught by tenured or tenure-track professors is down;
- More is being spent on bursaries and scholarships and more students on campus are winning national awards; and,
- The U of A spends more than any other in its class on student services.

Maclean's methodology and conclusions are, naturally, viewed as imperfect by many who analyse the rankings. They do, however, have an impact on the reading public. The fact is, says Senate member Emily Sylvester, the reason the rankings get so much attention is that parents and students are looking for simple ways of ranking the institutions. But added Senate member Gerd Andres, parents may see the University of Toronto as the best, but it may not be in select areas. For example, if you want to study agriculture in this country, Guelph and Alberta are the places to go, he suggested.

"The really important thing to use is our own quality," says Doug O'ram, Vice-President (Academic). "But we can't pretend that this doesn't have an effect on student recruitment, donors and so on."

Under some performance measurements, a university can move up or down a complete grade on the basis of a minuscule change in percentages or numbers. Last year, the University of Alberta ranked lower than the next highest university for average entrance grade of students just because of a 0.2 per cent difference. At the same time, Maclean's assigns a whopping 12 per cent of total weight to that one performance category. Another bone of contention is that Alberta grades its high school students using standardized tests, whereas Ontario doesn't. There's a feeling that comparisons are not really fair.

The Maclean's ranking points out a couple of weaker areas where Dr O'ram would like to see the University of Alberta improve—such as the number of scientific research grants garnered and class sizes. The President told Senators that the upcoming fund-raising campaign should help improve the alumni support category. The U of A ranks 12 of 13.

The bottom line for Dr O'ram, though, is that the University of Alberta can hold its head high next to any of the other campuses in its elite medical/doctoral class surveyed by Maclean's.

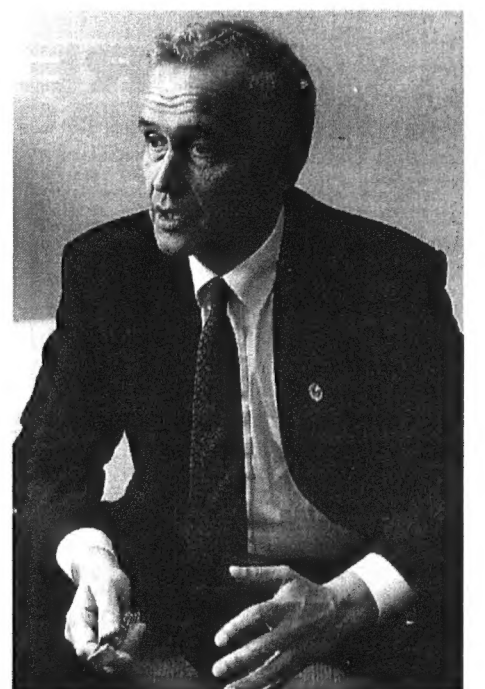
Reuben Kaufman, President of the Association of Academic Staff, dismissed the Maclean's rankings as a charade and criticized university leaders for cooperating in the exercise for the sake of "free advertising".

"I have no objection to any external body evaluating universities, but I do have a great objection to the key performance indicators being totally faulty and misleading," he said. "If you want to pursue discipline X, maybe school number one isn't the best place to do it. It's doing the public a huge disservice to make them think you can rank universities as a whole this way."

"It's disappointing that university administrations are passing this information to Maclean's when the indicators the magazine is using are nonsense. We are supposed to be guardians of truth, academic integrity and clear thinking."

"We've come through three years of funding cuts, and those cuts have now ended", says Dr O'ram. "Other universities are just starting to go into the cycle, so I'm confident we'll see our ranking improve in the near future. We can also continue to emphasize our own measures of excellence, such as the 3M teaching awards. We attract 80 per cent of all the Alberta students achieving 90 per cent and better, so we are getting the elite students. If you take out the (Maclean's) average entering grade issue, it puts us in a strong position."

Senate member Bill Erasmus said he liked the idea of getting the University's own data out into the public, rather than relying on guidance counsellors and company CEOs to determine the University's reputation. ■



President Rod Fraser



# A cantilever within a cantilever within a cantilever within a...

**Team of University researchers invents switching/sensing device that may have commercial uses**

By Michael Robb

It started out—like all good ideas—as a curiosity driven exploration. In the end, a team of University of Alberta Electrical engineering and mathematics students and professors and industrial partners has successfully designed a micro-machined cantilever device that could have a multitude of optical switching and sensing uses.

"This little device has generated a lot of interest," says team leader Sandy Robinson (Electrical Engineering). Adds co-researcher Walter Allegretto (Mathematical Sciences) it's a great example of what happens when the theoretical and the practical work comes together. "In this case, they're closely related."

The micro-machined device can be used as a deflectable mirror and a mass sensor. Really a nested array of cantilevers supporting a central flat leaf, the whole structure is made from two layers of conductor separated by a layer of insulation and supporting silicon dioxide. The nested cantilevers are nested within one another to increase its deflection capabilities.

The device is activated by current and magnetism. Other similar devices activated thermally typically have small deflections and slower response times, -10 milliseconds. The researchers point out that this device is fast, very fast, with a 25 microsecond response time—and that has obvious advantages in the microelectron-

ics world where fast is good and faster is better.

"It can easily measure a change of mass of one nanogram, a thousandth of a millionth of a gram," explains Dr Robinson. And that may also end up being very useful for biomedical researchers, he points out, although that idea is really in its infancy. The growth of bacteria, for example, could be detected and measured; it would serve as a kind of mass biosensor, they speculate. Its ability to sense the presence of water and other fluids may also prove useful.

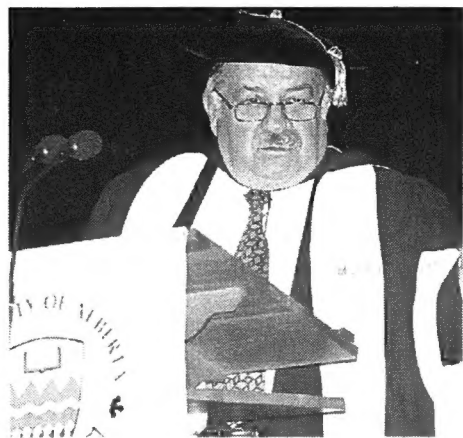
And like all good ideas in the micro-electronics world, the drive is now on to miniaturize the whole system. Meanwhile, the device is receiving international recognition in trade journals.

Credit for the original idea goes to former Electrical Engineering graduate student Bing Shen, who is now working in industry. And the researchers have industrial partners. They have the assistance of the Canadian Microelectronics Corporation, Mitel and Nortel in the production of the device and assistance locally from the Alberta Microelectronic Centre and TRLabs. The Natural Sciences and Engineering Research Council is also funding some of the work. And several other professors, a visiting professor and graduate students are involved in the project. ■



A scanning electron microscope picture of the triple cantilever-in-cantilever device

Graduate student Yuan Ma fine tunes the cantilever-type micro actuator



## AN HONORARY FOR THE LIEUTENANT GOVERNOR

Bud Olson, the province's Lieutenant-Governor, received an honorary degree recently from the University of Alberta, at the University's fall convocation ceremonies. Olson is a former Liberal Member of Parliament. "The most effective way to be noticed is to do an outstandingly good job at whatever you are given to do," Olson told the graduating class. "You may be required to change jobs or positions more than once in your working life. Be sure to leave a good impression wherever you have worked."

## Crack!

**Popsicle stick bridges built by students put to the test in Engineering**

By David Holehouse

More than 50 engineering students gathered 20 November to put their reputations on the line and their bridge models on the testing table.

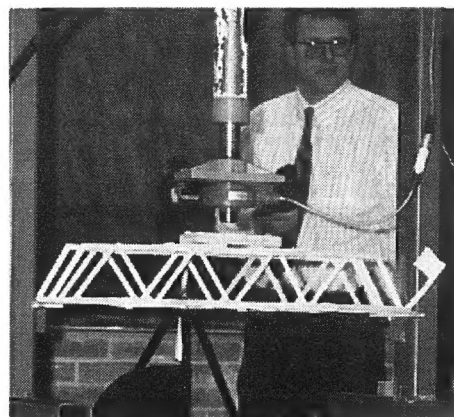
As individuals or teams, the graduate and undergraduate students built bridges of assorted pedigrees using up to 100 popsicle sticks and copious amounts of white glue. They proclaimed, in advance, how much weight would be required to make their beauties buckle.

The moment of truth for each structure came as it was placed on a test stand and subjected to pressure from a hydraulic ram. Some collapsed from the first whiff of danger, while others put up Herculean resistance. Some bent gracefully and quietly, while others gave up the ghost with a loud snap, sending a shower of shattered sticks toward the cheering crowd.

Dwayne Leffers and Ryan Hussman walked away with top honors, with a bridge weighing a fairly hefty 156.2 grams but capable of holding 197.3 kg before

buckling. That was very close to the engineers' predictions of failure at 190 kg, and to top it all off the pair also got highest marks for the design and appearance of their creation. Just for comparison, the least successful bridge weighed 142.4 grams and snapped under 33.8 kg of pressure.

Second place went to Chris Astle and Ian Benson (who were also first among first-year entries), and third to Joshu de Cartier and Mark Brulotte. Claudia Villeneuve won laurels not once, but twice: Most Spectacular Failure and the \$50 door prize. Dennis Boratyne's bridge, the heaviest of the contest and the only one submitted by a graduate student, was disqualified for being too narrow. ■



Popsicle bridges go under the hydraulic ram at Mechanical Engineering

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# Education course on using the internet taught completely on the internet

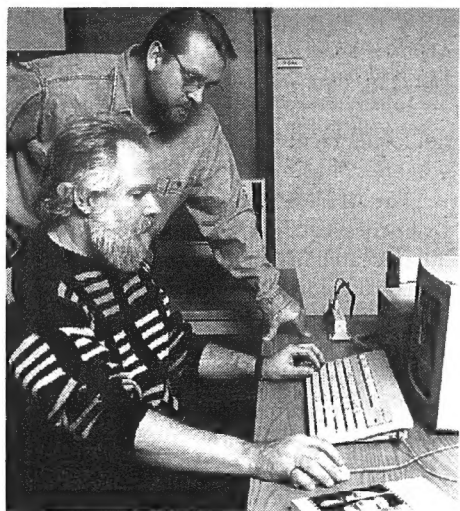
## Education developers awarded North American Web award

By Michael Robb

Craig Montgomerie figures if you're going to talk the talk, you have to walk the walk. In internet language, it means that if you're going to teach a course about using the internet, you have to teach the course completely on the internet.

"We recognized that students needed a lot more information about how to use the internet than they were getting in Education," says Dr Montgomerie. The result is the development and delivery by Dr Montgomerie and PhD student Dwayne Harapnuik of a three-credit course: *The Internet: Communicating, Accessing and providing Information*, delivered completely over the internet.

Over 100 students signed up for the course, delivered during May to August 1996. Its first distance learning registrant: a 74-year-old doctor from Calgary. Rural Albertans signed on. Some signed on from



Craig Montgomerie (Division of Technology in Education), seated, and Dwayne Harapnuik spent a lot of time developing their internet course.

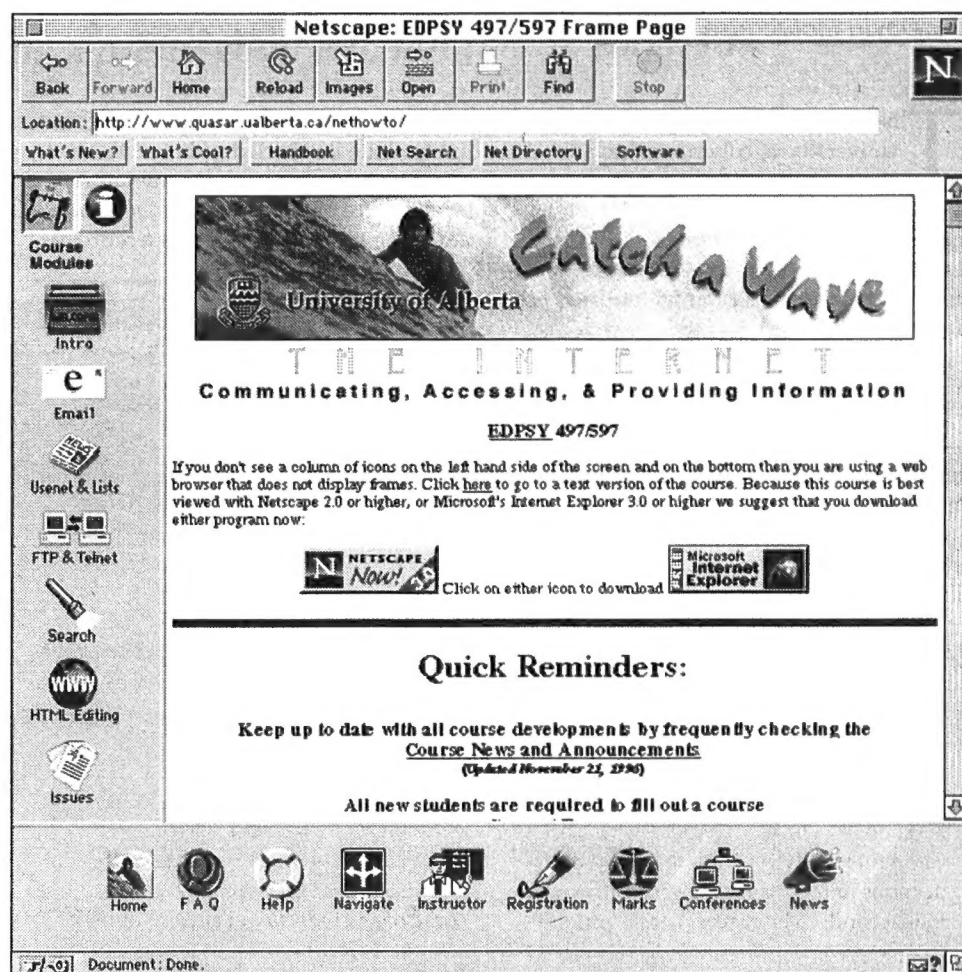
the remote areas of British Columbia. And people in rural Saskatchewan also enrolled. And while it has captured the attention of students, it has also captured the attention of web site educators across the continent. The course was recently awarded the Best Educational Web Site: Single Course Award at the North American Web '96 conference.

"We designed the course to follow good adult learning principles, particularly that the user should be in control of their own learning—content, pacing and sequencing—that alternative methods of learning the same material should be available, and that the subject area for assignments should, if possible, be the student's choice," explains Dr Montgomerie. Adds Harapnuik, "We handled the course very flexibly, so that students could work at their own pace."

The course was first taught face-to-face from September to December 1995. A number of web pages were developed to support the course. Then it was offered a second time the following term, again face-to-face. While the course was being delivered, students were asked to provide information on what would make the course more amenable to use by distance students, and a few students took the course over the web. They were encouraged to phone the instructors and communicate by electronic mail.

The EdPsych 497/597 course is now an optional course and strongly recommended for instructional technology students.

"A lot of people are designing these kinds of courses," says Dr Montgomerie, "but a lot of people are not worrying about the pedagogical issues." For example, the instructors built in office hours. And class participation marks were built into the course



based on electronic conferencing and initiating discussions on the web. The course had a higher drop-out rate than regular courses, but a lower drop-out rate than correspondence courses.

When the students were asked what they liked most about the course, they answered, "I like being responsible for my own learning." And some students, when asked what they disliked most about the course, answered, "I didn't like being responsible for my own learning." Dr Montgomerie says instructors

have to be prepared to deal with students who find the "technology gets in the way of learning". One student was intimidated by the technology. She lived in a remote area, but was determined to learn. She hired a graduate student as a tutor, and ended up developing a very good web page for her antique store.

And, perhaps most encouraging, Dr Montgomerie points out, was the tremendous help students gave one another over the web. ■

## Renowned institute shows off new digs

### Institute for Stuttering Treatment and Research outgrows premises

By David Holehouse

The Institute of Stuttering Treatment and Research has helped people around the world. And now it's marking 10 years of service to the University community and the public with the inauguration of its new premises, 29 November.

Executive Director Deborah Kully says the Institute, which she co-founded with Einer Boberg, outgrew premises on 109 Street after building an international reputation for patient treatment as well as clinical training and research.

Clients are drawn from around the world. For example, last summer sessions

were held that attracted children and their families from Luxembourg and Japan as well as throughout North America. The clinic also provides training each year to 12 or 15 graduate students, some of whom choose the University of Alberta specifically because of the presence of the Institute.

The Institute is affiliated with the University, but obtains all of its funding from client fees and the ongoing commitment of charitable individuals and organizations such as the Alberta Elks and Royal Purple, and the national

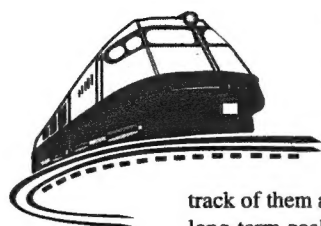
Elks Purple Cross Fund. The level of giving keeps fees at about half the price of those charged by similar programs in the U.S., and allows the Edmonton facility to remain accessible to as many people as possible, says Ms Kully.

About 10,000 Albertans and 250,000 Canadians are affected by stuttering. Ms Kully says the condition imprisons many by keeping them away from situations that require communication.

Ms Kully says there is no miracle cure: clients are assessed and their speech patterns

analysed, and then a variety of skills and mechanisms are taught to help the client attain fluency. If the client goes home and fails to use what has been taught, there may be no lasting improvement.

Clients can come back for refresher programs. The Institute is also working on software that will provide visual feedback to individuals about their speech fluency, and hopes it will eventually be available for use on home computers. Of clients contacted in surprise phone calls two years after treatment, most showed a satisfactory level of fluency maintenance. ■



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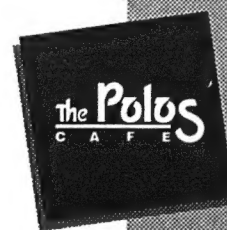
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# Celebrating a health sciences partnership

*Foundation was one of the most imaginative things government ever created, says AHFMR President*

By David Holehouse

The 16-year partnership between the University of Alberta and the Heritage Foundation for Medical Research has helped the university build an international reputation for health sciences and related research. The Foundation has provided substantial funding for student support, faculty research, equipment, technology transfer and a new research building.

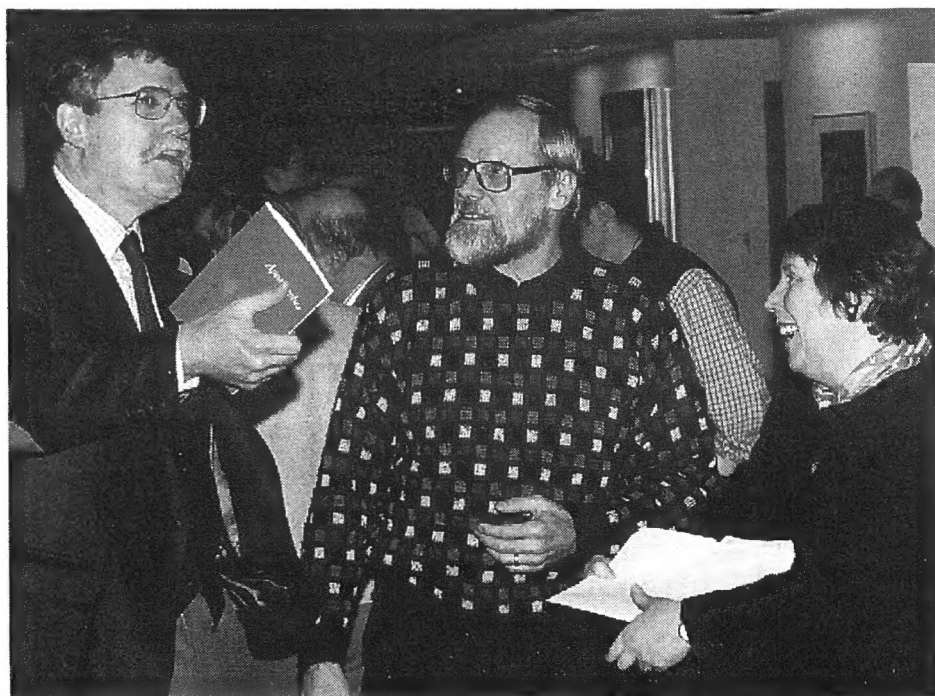
Says Matthew Spence, President of AHFMR, and a U of A alumnus, the Foundation was one of the most imaginative things ever created by government.

That partnership was recently celebrated, 25 November, at a reception at the Faculty Club.

"Alberta recognized in the 1980s that a highly-skilled, knowledgeable population would be the foundation for any future development of the province", Dr Spence said. "The idea was to develop a cadre of

**Today's AHFMR funding amounts to about \$30 million a year for the whole province.**

experts in the province that was world-class and that this would then have an impact on the health of Albertans, as well as placing the province in a global leadership position in this area."



## CELEBRATING ANOTHER GOVERNOR GENERAL'S AWARD

The Faculty of Arts had a lot to celebrate recently with the announcement that yet another Faculty member had been awarded a Governor General's Award, this one to Modern Languages and Comparative Studies Professor ED (Ted) Blodgett, left. Here, Professor Blodgett shares stories with Rudy Wiebe, a fellow recipient of the Governor General's Award for Fiction, and Dean of Arts Patricia Clements. English Professor Greg Hollingshead is also a recipient of the coveted award. Dr Blodgett's book, *Apostrophes: A Woman at a Piano*, was awarded the 1996 Governor General's Literary Award, in the poetry category.



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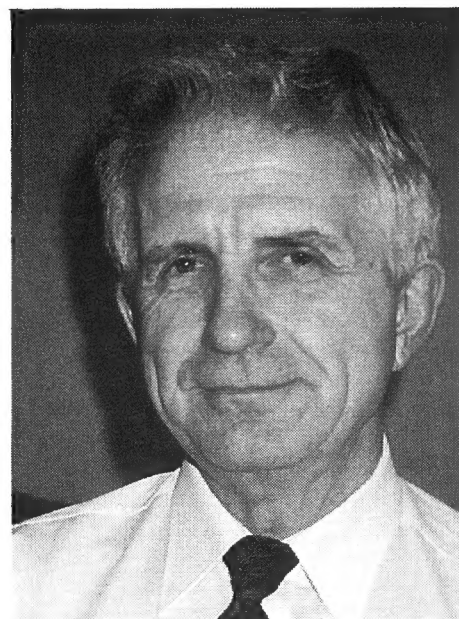
The concept grew into a partnership and development of academic health centres in Edmonton and Calgary, affiliated with universities in both cities.

"We have always said that the absolute bedrock is people", said Dr Spence. "It's faculty and students who build the reputation of an institution, and so we have invested in people. The building (in Edmonton) was a modest part of the investment—most has been invested in attracting first-class researchers to this province. It's always a partnership; the university provides a home or cradle for the research, we provide the wherewithal to bring these people here and get them started".

Over the 16 years Dr Spence estimates AHFMR has invested \$200 million. Today's funding amounts to about \$30 million a year for the whole province, with about \$12 million of that directed to the University of Alberta.

When asked about measures of success, Dr Spence points to international panels who cite Edmonton's quality of research as being world class, and to the number of students—more than 3,000 at the U of A—who have been trained through Foundation awards and support over the past 16 years.

One thing the AHFMR doesn't do is step in to fill gaps left by recent cuts in government funding. "We don't have to paint the picture too bleak", he said. "Edmonton is still one of the best places in North America, and don't forget it's tough everywhere these days. If we lose people to other centres—that's a compliment to our system, because you know that if you are building a cadre of the best people, some of them are going to get picked off. If you are



Matthew Spence, President of the Alberta Heritage Foundation for Medical Research

not losing faculty to other jurisdictions, you are doing something wrong".

The AHFMR changes with the times, Dr Spence said, and has made advances into research involving health care professionals outside the major metropolitan centres and into the legal issues surrounding genetic manipulation. It is developing a technology commercialization fund that will help attract venture capital to boost development of Alberta discoveries.

"One of our roles is to always be looking at the horizon and trying to support the activity that's out in front, be there to help, and always look for partnerships", Dr Spence said. ■

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Application deadline is January 15, 1997, or when the position is filled.

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# How well is the U of A preparing its graduates for the world of work?

*Speakers at a Senate forum say we're doing a pretty good job, but there's room for improvement*

Stories by Michael Robb

## Students must learn how to deal with other cultures, says Alberta Chamber of Commerce president

The President of the Alberta Chamber of Commerce says the University of Alberta is doing an excellent job of preparing its graduates for the world of work, but the education system has to start incorporating and teaching entrepreneurial skills earlier on in its programs.

"There's always room for improvement," Cheryl Knebel (Bcom '76) told Senate members at their regular meeting, 22 November, in the Stollery Centre. At the discussion panel on "Preparing Graduates for the World of Work", Knebel said President Rod Fraser's expectations of students (See this page for list) are excellent. "If students are going to have a good, steady job, they're going to have to have these skills."

Knebel said increasingly students are going to have to be able to work in teams when they hit the work world, and international experience is also going to become more important. She reminded Senate members that the province's economy is built on exports, so students are going to have to be able to understand and deal with other cultures.

Well-rounded people will be better suited for positions of leadership, she said. The University must get students to understand that the skills they do have are marketable. Moreover, graduates' expectations have to be realistic, and they must learn to transfer their skills from job to job, she said, pointing out that there are no longer any guaranteed jobs.

Chancellor Lou Hyndman said the employers in the community are the best people to tell the University what kind of a job it's doing to prepare students for the world of work. ■



Alberta Chamber of Commerce President Cheryl Knebel

## Must be more international exchanges for undergraduates, says former AIESEC International president

*SU president wants more internships and coop placements*

The University of Alberta must increase the number of international exchanges for undergraduate students, says the former president of The International Association for Students of Economics and Commerce (AIESEC), Darin Rovere, a fourth-year business student.

"Going on an international experience forces people to be creative, innovative, entrepreneurial and certainly tests their ability to adapt to change," the student told Senate members. "It also helps the student learn languages, learn to identify critical cultural elements, advance a global perspective and create a sharper perspective of the workings and intricacies of all languages and cultures."

Rovere said Canada and the United States are far behind Europe in sending students abroad. "Not only is it not sending many students abroad, 85 percent are going to the United States. The EU is dramatically ahead," he said, pointing out that the EU exchange program has sent over 100,000 students on international exchanges within Europe alone.

Rovere suggested an international experience should become a degree requirement. In many EU countries, an international experience is a requirement for a university degree. "As North Americans, we should use this as a model; the U of A should push this approach by setting the

### PRESIDENT ROD FRASER'S DESIRED OUTCOMES FOR STUDENTS

1. Developing critical thinking
2. Developing communication skills, including working in teams
3. Developing independent judgement; ability and confidence in ability
4. Gain knowledge in a specific area and be able to demonstrate ability to use critical thinking, communication and judgement skills in the area of knowledge
5. Learning how to learn, especially with respect to developing an understanding of and capacity for carrying out the analysis and proposed resolution of a problem or a research project
6. A significant international learning experience
7. Gaining familiarity/confidence in use of information/telecommunications technologies as a by-product of entire learning process
8. Unleashing creative/entrepreneurial/ "I can do it" inherent talents
9. Addressing whole person: academic learning environment; recreational/athletic program; cultural environment; student affairs/governance/clubs; charitable/volunteer/community service programs
10. Citizens and leaders for tomorrow
11. Productive lives/fulfilling lives; able to, and confident in their ability to compete successfully with graduates in the best publicly funded universities in the world

standard for growth in numbers of international work or study exchanges."

Students' Union president Garrett Poston said international experiences are important, but before this occurs on a broader scale, more U of A students should be enrolled in internship and cooperative education programs. Faculties such as Engineering and Business are doing a good in providing students with work experiences, he said, but other faculties now have to do the same. ■

## Teaching the teachers: New Edmonton Public teachers doing a good job

*School board official says they can't explain research base related to their work, however*

The Edmonton Public School Board expects its new teachers to have all the skills the Conference Board of Canada has elaborated for employees, to have a sound knowledge of the curriculum, have all the methodologies necessary to teach that curriculum and understand and be able to work with the age level they're teaching.

"This seems like a tall order with high expectations and indeed it is," says Shirley Stiles, Assistant to the Superintendent of Edmonton Public School Board. "But we are not disappointed by our new teachers; they do an excellent job."

Stiles told Senate members that graduates of the University's education program lack the ability to frame everything that they do within the context of improving student achievement, find it extremely challenging to deal with the issue of inclu-

sion of special needs students unless they have taken a special education course and are somewhat naive when it comes to dealing with the issue of school safety and how to be part of the team that ensures student safety.

Stiles said the new teachers do not appear to be able to talk comfortably about the research base that relates to their work—yet our publics are asking us more and more in education and we welcome the question: Why are you using that strategy? What is it based on?

The former principal pointed out that in the past three years, Edmonton Public has hired over 100 graduates of the U of A. "As our two institutions work together, I have been delighted with the dialogue and cooperation we have with every part of the Faculty of Education."

Stiles said it's important that the University improve its ability to provide programs for teachers and administrators who want to upgrade. "Within the current system, it has been more attractive for these potential students to consider other opportunities, for example, San Diego University, Nova out of Florida and the University of Oregon," she said, noting that negotiations are going on to improve the situation.

Stiles congratulated the University on its improved registration system and its expanded scholarship program for incoming students. "This year, over 90 percent of our top academic students are currently attending the U of A."

Explaining some of the EPSB initiatives to foster critical thinking skills, Stiles said when these students arrive at the U of

A they find that most of their assessment is multiple choice. "This improves in year three and four but they feel that providing learned knowledge back to their professors seems to be the most important part of assessment."

Students' Union president Garrett Poston said the University is setting the tone on the issue, but a lot of faculty still only require students to regurgitate facts, and do not ask them to apply that new knowledge.

The University also has to find more ways of recognizing the students' volunteerism and service to the community, said Stiles. "I feel that this is an area that the University should not be overlooking, especially in light of President Fraser's desired outcomes which state that he wants U of A students to be citizens and teachers for tomorrow." ■





## LETTERS TO THE EDITOR

### AND FOR THE RECORD...

Dear Editor:

For the record, the letter we submitted to *Folio* was different than the letter *Folio* published on 18 October. Our unedited letter referred to statements made in the media by other named and anonymous members of our department besides Professor Leon Craig; however, all but one of these references were removed by *Folio* without our consent. More seriously, from our perspective, *Folio* also deleted the passages of our letter that pointed out the attacks being made on people other than feminists and ideas other than feminism.

Nevertheless, we stand by the contents of our letter, as published.

Laurie Adkin  
Judith Garber  
Susan Jackel  
Linda Trimble

### U OF A MUST RESIST NON-UNION ENVIRONMENT TREND, SAYS NASA BUSINESS MANAGER

Dear Editor:

In recent years, the University of Alberta has adopted the new corporate employment agenda: cutting costs at the expense of the people who help make the U of A work every day of the year.

The University of Alberta outsourced/privatized/contracted-out Food Services on campus in the summer of 1994. NASA made an application to the Labour Relations Board in the fall of 1994 seeking a determination that the staff association (NASA) was a successor bargaining agent for food services workers and that the NASA collective agreement continued to apply to all food services worksites. That matter is still before the Board for reconsideration.

Versa Food Services has refused to voluntarily recognize NASA as the bar-

gaining agent and has refused to voluntarily apply the University support staff collective agreement (which would protect its staff from abuse).

It is the University of Alberta that should be the responsible employer and the model citizen for the University campus and Edmonton community. It should set an example for the corporate world by renouncing the national trend.

The University of Alberta must resist the development of the plan to outsource/privatize/contract-out support services such as food, custodial, maintenance and technical jobs. The University of Alberta has already begun to hire non-union contractors for several projects on campus—Quality Color at printing services, Miller Office Supplies at Materials Management, Focus Building Services in the Education Building, Merit Cleaning Services at

housekeeping in Lister Hall, maintenance at Michener Park, mechanical maintenance at the Heating Plant and HVAC repairs in Physical Plant.

The University of Alberta must resist the trend towards a non-union environment which includes minimum wages, no benefits, flexible hours of work and no job security based upon service or contributions.

The University of Alberta must resist the corporate trend towards a contingent workforce; it has a duty to its employees and to the greater community. Bringing in outside non-union contractors lowers the standard of living of the community because the U of A has the ability to effect the prevailing wage.

John Wevers  
Business Manager  
Non-Academic Staff Association

## Making a "dramatic" impact on potential students

*Drama Education Students' Association helping high school students explore the world of theatre*

By Michael Robb

Cheryl Lepatski doesn't sit around waiting for others to get the job done. She and her fellow Drama Education Students' Association (DESA) student colleagues organized a one-day conference, held last Friday, for 187 high schools students from around the province. Now that's student recruitment!

The conference, Drama Dimensions, was a chance for the students to sit in on a number of workshops on improvisation, character development, technical theatre, speech, explorations in directing, collective creation and creative movement. Fifteen drama education students conducted the workshops.



Cheryl Lepatski: Helping high school students discover drama education

"This gives our drama education students an opportunity to teach," explains Lepatski, pointing out that DESA's mandate is to promote drama education and increase people's awareness of the discipline. And it also gives high school students the opportunity to see what the University has to offer. Students came from the city and communities such as Fort McMurray, Edson and Beaumont.

There was also something for the high school drama teachers. Secondary Education professor Joe Norris conducted a workshop entitled Using Creative Drama and Popular Theatre in the Rehearsal for the teachers.

Says Dr Norris: "Educational drama offers exciting career possibilities. The most common route is the drama teacher who teaches theatre skills to students who are interested in the theatre as a career or as a form of recreation. The second is drama in education: trained drama specialists use processes or creative drama as a tool to teach various subjects such as language and social studies. The third is theatre in education: teacher/actors both perform and offer workshops of an educational nature."

In the evening, the students attended a performance at the Timms Centre for the Arts. ■

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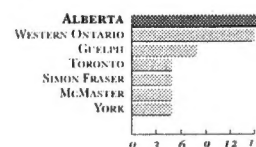


David Cook brings pharmacology alive

Margaret Ann Armour applies chemistry to everyday living

David Cass makes botany an adventure

David Cook, Margaret Ann Armour and David Cass have something other than science in common—they share a passion for teaching. They do this so well, this year they were awarded 3M Teaching Fellowships—Canada's top award for university teaching. The U of A has the most 3M Teaching Fellows in the country.



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# Listening closely to the needs of others halfway around the world

*U of A researcher integral player in project to help hard of hearing and deaf children of Zimbabwe*

By Michael Robb

Organizers of a hearing health care project in Zimbabwe realized it wasn't enough to simply train health care workers in the prevention and detection of hearing loss and establish a laboratory in the country to fit, distribute and repair hearing aids. The legacy of the project had to be lasting. Teacher education, therefore, had to be part of the equation, so they turned to a University of Alberta professor for help.

The request just happened to coincide with Educational Psychology professor Mary Ann Bibby's sabbatical. "My responsibilities include meeting the educational needs: training teachers, working in the schools and developing programs in early intervention," explains Dr Bibby, a specialist in deafness studies.

The team has been awarded \$300,000 US to carry out the work. It's funded by a 3H [Health, Hunger and Humanity] grant from the Rotary Foundation of Rotary International. The grant was applied for jointly by four Rotary districts: two in British Columbia, one in Alberta and one in Zimbabwe.

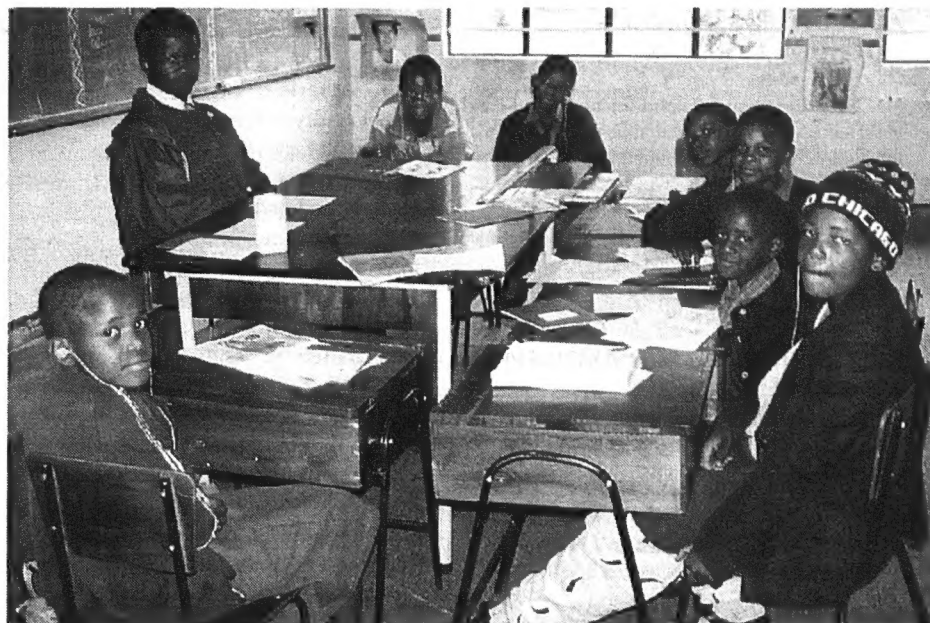
"We think we've covered all the bases for looking after the needs of deaf and hard of hearing children," she says. "We hope that in the end we can establish an



Professor Mary Ann Bibby, back row middle, meets with deaf students.

early intervention program. Whatever money we spend must be sustainable, so the emphasis will be on education and training," she says, pointing out that teacher education will be a crucial component of the project.

The African country has five schools for the deaf, and problems other developed countries simply don't have to cope with. For example, by the time the rubella vaccine reaches people outside the major cities, its effectiveness is severely diminished. Cold storage facilities for the vaccine are inadequate. The viral infection, German measles, is a major cause of deafness. Middle ear infections often go untreated and there is a serious lack of medical personnel trained to do routine ear examinations and surgery.



Children at one of Zimbabwe's schools for the deaf, beneficiaries of a new project

This is not Dr Bibby's first time in the huge African country. Last summer, she delivered 12 boxes of books and equipment of 70 pounds each for the deaf and to the teacher training college. Those resources were paid for by the Edmonton Riverview Rotary Club, Rotary District 5360, the Wildrose Foundation and CIDA. The result, she points out, is the establishment of six excellent basic libraries, including five important journal subscriptions for the next three years. And connec-

tions between the University of Alberta, a leader in deafness studies in Canada, and Zimbabwe have been solidified with the return of one of Dr Bibby's recent graduate students, Albert Gwitimah, to his native country, Zimbabwe. He works at the United College of Education.

"One of the reasons we were successful—only six out of 71 3H grant applications were awarded this year—was because of the groundwork we have laid," explains Dr Bibby. "Certainly, our previous work demonstrated to Rotary that we were serious."

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NANKHEEMANI Above stuffed with minced beef.....\$2.95          BHATURA Special Dough Bread Deep Fried.....\$1.50          PARATHA Crispy Bread fried on the grill.....\$1.95          ALU PARATHA Above stuffed with potatoes.....\$2.75          POORI.....\$1.50          BASMATI STEAMED RICE.....\$2.25          BASMATI RICE SAFFRON Rice cooked in saffron \$3.25  <b>VILLAGE EXOTIC TANDOORI</b>          TANDOORI CHICKEN.....All Levels \$18.50          TANDOORI CHICKEN HALF.....All Levels \$10.50          Tender chicken marinated in yogurt &amp; spices.          MIXED GRILL.....All Levels \$19.00          Marinated chicken, lamb, beef &amp; shrimp charbroiled          SHEESH KABOB.....All Levels \$10.95          ASIAN SHAMI KABOB          MAHARAJA LAMB KABOB  <b>SIDE ENTREES</b>          RAITA: All items served in home-made yogurt          POTATOES/FRESH VEGETABLES.....\$3.25          CHUTNEYS:          MINT/TAMARIND.....\$1.50          MANGO/HOT SAUCE.....\$1.50          MIXED PICKLES/LIME PICKLES.....\$1.50</p>	<p><b>EXOTIC FOOD NO ADDITIVES OR PRESERVATIVES</b></p> <p><b>NON-VEGETARIAN</b>          CHICKEN, BEEF OR LAMB CURRY. All Levels \$7.95          Gravy with our choicest herbs &amp; spices.          MASALA.....Med to Atomic \$8.95          Cream sauce cooked with herbs &amp; spices.          DOPIAZZA.....Hot to Atomic \$8.95          Served on a bed of Juicy Onions.          DAHIWALA.....Mild to Atomic \$8.95          Cooked in home made yogurt with herbs &amp; spices.          SAAGWALA.....Mild to Atomic \$8.95          Spinach &amp; cream sauce cooked with herbs &amp; spices.          VINDALOO.....Med to Atomic \$8.95          South Indian recipe with coconut base.          KARAH.....Med to Atomic \$8.95          Cooked with fresh vegetables and our choicest herbs &amp; spices.          KORMA.....\$10.95          Combination of yogurt &amp; cream sauce cooked with cashews &amp; exotic fruit.          BHOONA.....\$10.95          Meat roasted in chef's special sauce with cashews, raisins &amp; exotic fruit          KOFTA CURRY.....Med to Extra Hot \$8.95          Minced beef ball, fried in curry.          KEEMA/MUTTER CURRY.....Mild to Atomic \$8.95          Minced beef &amp; peas cooked in gravy with our choicest herbs &amp; spices.          EGG &amp; KEEMA CURRY.....Med to Atomic \$8.95          Eggs cooked with ground beef, with herbs &amp; spices.          ***ALL ABOVE SERVED WITH ONE CHAPATEE***  <b>VEGETARIAN</b>          DAL MAKHANI.....Mild to Extra Hot \$7.95          Lentils cooked with red kidney beans.          DUM ALU.....Med to Atomic \$7.95          Potato curry cooked in yogurt with herbs &amp; spices.          CHANNA MASALA.....Med to Atomic \$7.95          Chick peas garnished with green chilies, onions, potatoes and tomatoes.          VEGETABLE CURRY.....Med to Atomic \$7.95          Fresh seasonal vegetables with gravy.          ALU GOBI.....Mild to Hot \$7.95          Potatoes &amp; cauliflower with herbs &amp; spices.          PANEER BUTTER MASALA.....All Levels \$8.95          Home-made cheese cooked in butter sauce.          MATAR PANEER CURRY.....All Levels \$8.95          Home-made cheese with peas.          SAAG PANEER.....Mild to Atomic \$8.95          Home-made cheese with spinach &amp; cream.          BHARATHA.....Med to Atomic \$8.95          Egg plant cooked with herbs &amp; spices.          MUSHROOM CURRY.....Mild to Hot \$8.95          Mushrooms &amp; peas, with our choicest herbs &amp; spices.          BHINDI BHAJI.....Mild to Hot \$8.95          Baby Okra and onions cooked with herbs &amp; spices          ***ALL ABOVE SERVED WITH ONE CHAPATEE***</p>
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<b>DINNER FOR 2:</b> Chicken Masala, Beef Curry, Basmati Rice Saffron, Pakora, 2 Chapatees <b>\$20.00</b>	<b>ROYAL DINNER FOR 2:</b> Shahi Butter Chicken, Beef Curry, Shrimp Fried Rice Pulao, Samosa, Spinach & Potato Curry, Pakora, Soup, Chapatees <b>\$30.00</b>
<b>DINNER FOR 4:</b> Chicken Masala, Beef Curry, Spinach & Potato Curry, Keema/Mutter Curry, Basmati Saffron Rice, Pakora, Chapatees <b>\$40.00</b>	<b>ROYAL DINNER FOR 4:</b> Chicken Masala, Beef Curry, Spinach & Potato Curry, Shrimp Fried Rice Pulao, Keema/Mutter Curry, Samosa, Pakora, Soup, Chapatees <b>\$60.00</b>

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 Broadway, Off Broadway, Museums.

For information contact Val Smyth, Faculty of Extension, 492-0166

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University of Alberta



# AGRICULTURAL, FOOD AND NUTRITIONAL SCIENCE

29 November, 3 pm

Terry Church and Ralph Christian, "Agri-Food and Fiebre Value-Added Initiative—A Vision for the Future." 1-13 Agriculture-Forestry Centre.

2 December, 9 am

H Allen Tucker, joint appointment with the Department of Animal Science and the Department of Physiology, Michigan State University, "Aminergic Regulation of Growth Hormone Secretion." 318J Agriculture-Forestry Centre.

# ALBERTA HERITAGE FOUNDATION FOR MEDICAL RESEARCH

2 December, 4 pm

Philip I. Yeagle, professor, Department of Biochemistry, School of Medicine and Biomedical Sciences, State University of New York, Buffalo, "Structure and Functions of the Cytoplasmic Loops of Bovine Rhodopsin, a Light-Driven G-Protein Receptor." 5-10 Medical Sciences Building.

# ANTHROPOLOGY

29 November, 3 pm

David Anderson, "Subterranean Landscapes and National Identity in Contemporary Khakassia (Siberia)." 14-28 Tory Building.

# BIOLOGICAL SCIENCES

## MICROBIOLOGY

6 December, 9 am

Linda Saucier, "Bacteriocin Production and Regulation in *Carnobacterium piscicola* LV17." 318J Agriculture-Forestry Centre.

## PHYSIOLOGY AND CELL BIOLOGY

3 December, 12:30 pm

X-W. Lon, "GnRH Genes and Gene Expression in Goldfish." G-114 Biological Sciences Centre.

## BIOMEDICAL ENGINEERING

18 December, 5:30 pm

Gary Faulkner and John Wolfaardt, Director, COMPRU, Misericordia Community Health Centre, "Head and Neck Reconstruction." 231 Civil-Electrical Engineering Building.

## CHEMISTRY

2 December, 11 am

Richard N. Moore, Manager of The Stadler Division, Bio-Rad Laboratories, Philadelphia, "New Database Developments in the Area of Structure Characterization." V-107 V-Wing.

## ECO-RESEARCH CHAIR IN ENVIRONMENTAL RISK MANAGEMENT

29 November, 3 pm

Derek Muir, Freshwater Institute, Canada Department of Fisheries and Oceans, "Persistent Organochlorines in Northern Ecosystems: An Overview and Assessment of Recent Studies." 2F1.04 Mackenzie Health Sciences Centre.

## HABITAT FOR HUMANITY, U OF A CHAPTER

2 December, noon

Foundational meeting to explore forming a campus chapter. Guest speaker: Noel Ellard, partner with Habitat for Humanity International, deployed to establish a chapter in Kyrgistan. Sponsored by the Chaplains' Association. Information: Ed Blackburn, 465-8723. 158 SUB.

## MARKETING, BUSINESS, ECONOMICS AND LAW

4 December, 3:00 pm

Alejandro Ardila Manzanera, Dean, Business School, ITESM, Queretaro Campus, "The state, the economy, the politics: Mexico is changing." 4-16 Business.

## MEDICAL MICROBIOLOGY AND IMMUNOLOGY

2 December, 4 pm

Mark Pepler, "Bordetella Pertussis: Not Just Another Pretty Phase in the Crowd." 652 Heritage Medical Research Centre.

## PHILOSOPHY

29 November, 3:30 pm

Jean Harvey, University of Guelph, "Justice, Rights, and Power Relations." 4-29 Humanities Centre.

5 December, 3:30 pm

Alexander Rueger, "Process Theories of Causation." 4-29 Humanities Centre.

12 December, 3:30 pm

Andrew Light, "Interest, Identity and Political Rationality in Capital." 4-29 Humanities Centre.

## PSYCHOLOGY

6 December, 3:30 pm

David Young, "The Relationship Between the Concepts of 'Personality' and 'Culture' from the Perspective of a Psychological Anthropologist." CW-410 Biological Sciences Building.

# Arts faculty joins national employability forum

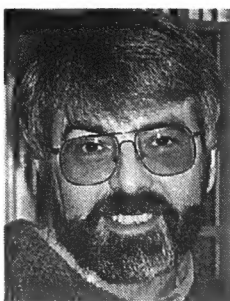
## Conference Board of Canada sought U of A expertise

By David Holehouse

The University of Alberta Arts Faculty is the only such faculty in the country represented on a national forum looking at ways to enhance the employability skills of students.

The national initiative will contribute to work already underway by the University's Faculty of Arts Task Force on the Employability of Arts Graduates, says Sociology professor Harvey Krahn, who has taken part in initial meetings of the Conference Board of Canada forum.

The Conference Board of Canada represents large Canadian employers in the public and private sectors. In 1992 it published an employability skills profile that lists basic skills needed for workers in the new economy. Some secondary schools have begun building this list in their curricula, and Dr Krahn believes there will be



Sociology professor Harvey Krahn

some benefit to arts faculties following suit to a certain degree.

Employability skills have been defined as the generic skills, attitudes and behaviours that employers look for in new recruits. They revolve around academic skills, teamwork skills and personal management skills, and include communication, critical thinking, continuous learning, responsibility and adaptability.

Students are showing by their enrolment numbers that they have no doubts about the value of a liberal arts education, Dr Krahn said. Questions are occasionally raised in some other areas, however, about the relevance of such education to the practicalities of employment. Involvement in the national forum will allow the University of Alberta to have some say in research done on the issue, and will allow major employers to become more aware of the critical skills that are taught during a liberal arts education.

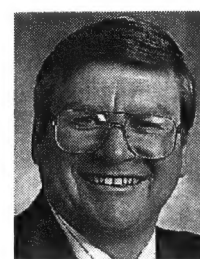
"We are involved because we are trying to articulate and become more conscious of how we teach and develop these employability skills," said Dr Krahn. "We are contributing money to the (Conference

Board) process because we want to take the initiative."

He said many professors and many classes in the Faculty already pass on key employability skills to their students; often, however, the transfer of this information is subtle rather than explicit. He believes that the future may well see adjustments in teaching methods that will point up development of practical skills, without taking away from the faculty's concentration on a "higher order" of learning as opposed to vocational training. ■

## Just what was said...

### Syncrude CEO Eric Newell says we have to narrow the gap between the "haves" and the "have-nots"



Syncrude CEO Eric Newell

Today in Alberta—and many other areas for that matter—the gap between the "haves" and the have-nots" is widening. This is precisely why many people are feeling disenfranchised. And gaps like that negate the

promise—of Alberta being a land of opportunity and fairness for all who live here.

Right now our budget is balanced and the economy is strong. In fact, it is projected to grow for years to come. So how do we spread the opportunity around? I believe one of the keys lies in education, not just in more government support for education, but in more business and community support too. Without doubt, among the many issues we face, I think one of the most important and most compelling is access for all Albertans to education.

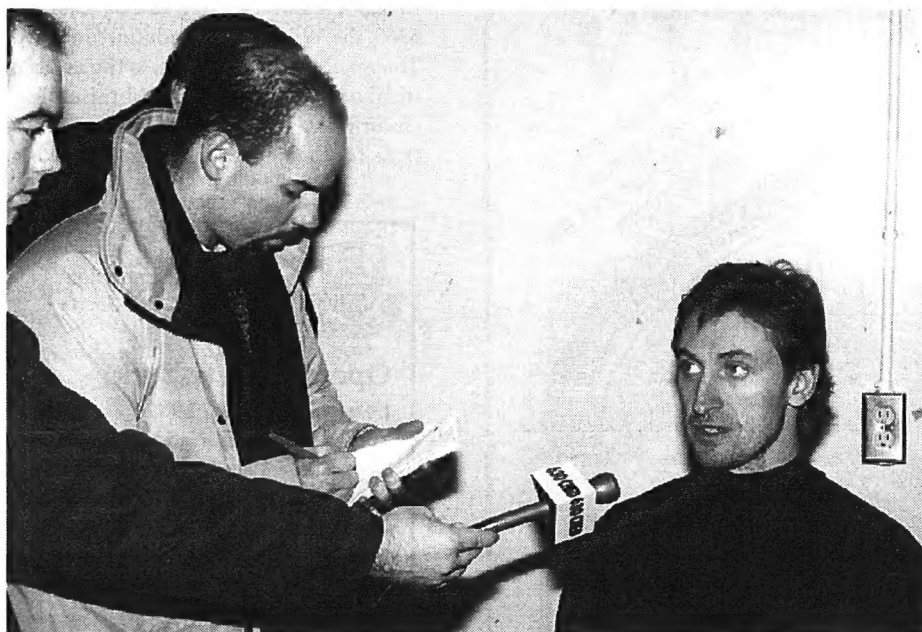
I'm proposing a community approach to what is essentially a community problem. An approach that was common across the prairies years ago, when a neighbour's home or barn needed to be built and everyone pitched in. If the community pitches in today toward the goal of greater access to education, we'll see much the same outcome: individual self-reliance and more self-reliant, caring communities.

These days skills and knowledge are the only sources of sustainable strategic advantage for any economy. And any company that aims for economic success had better be prepared to make long-run investments in skills, education and knowledge—that means investments in their current employees and the young people who will be their employees in the future.

The skill sets that the new economy requires are radically different from those needed in the past. And investing in them does pay off. In fact, I've seen studies that show how the rates of return on skills investments are more than twice those of investments in plant and equipment. That's one of the reasons I am here today to advocate shared responsibility among all the stakeholders in education. It's a community responsibility, and it requires a community partnership.

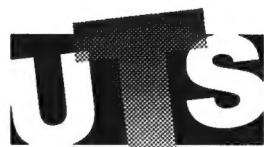
And for businesses, many of which these days can no longer guarantee lifetime employment to people, I would think educational partnerships are an ideal way to exercise their rights and duties as corporate citizens. Instead of lifetime employment, we can forge a new social contract with employees, a contract that will guarantee investment in people's lifetime career skills. It's really a simple concept: replace lifetime employment with lifetime employability.

From remarks made recently at the Premier's Council on the Status of Persons with Disabilities Forum on "What will it mean to be an Albertan in the 21st Century?"



### A VISIT FROM WAYNE

Wayne Gretzky and the New York Rangers took to the ice against the Edmonton Oilers last week, but before the Oilers beat Wayne and the gang, the Rangers held a practice in the home of the Bears, the Clare Drake Arena. Here, Gretzky takes time out after the practice to speak with the media.



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## EVENTS

### EXHIBITIONS

#### BRUCE PEEL SPECIAL COLLECTIONS LIBRARY

Until 3 January  
"The Variety of Literary Forms and Book Formats in the Age of Victoria." B7 Rutherford South.

#### FAB GALLERY

Until 8 December  
"Linda Carreiro: The Seven Deadly Sins and a Murder of Crows"—this exhibition is the final visual presentation in partial fulfillment for the degree of Master of Fine Arts in Painting. Gallery hours: Tuesday to Friday, 10 am to 5 pm; Sunday, 2 to 5 pm; closed Monday, Saturday and statutory holidays. 1-1 Fine Arts Building.

#### McMULLEN GALLERY

Until 29 December  
"A Window to Japan." Gallery hours: Monday to Friday, 10 am to 4 pm; Saturday and Sunday, 1 to 4 pm; Tuesday and Thursday evenings, 6 to 8 pm. Mackenzie Health Sciences Centre.

### MUSIC

29 November, 8 pm  
Music at Convocation Hall featuring organist Marnie Giesbrecht and pianist Joachim Segger. Admission: \$10/adult, \$5/student and senior. Convocation Hall.  
30 November, 8 pm  
The University of Alberta Symphonic Wind Ensemble Concert. Fordyce C Pier, director. Admission: \$5/adult, \$3/student and senior. Convocation Hall.

1 December, 3 pm  
The University of Alberta Concert Band Concert. William H Street, director. Admission: \$5/adult, \$3/student and senior. Convocation Hall.

1 December, 8 pm  
The University of Alberta Concert Choir Concert. Debra Cairns, director. Admission: \$5/adult, \$3/student and senior. Convocation Hall.

2 December, 12:10 pm  
Music at Noon—Convocation Hall Student Recital Series featuring students of the Department of Music. Admission: free. Convocation Hall.

2 December, 8 pm  
Doctor of Music Recital—Lászkó Nemes, choral conducting. Admission: free. First Presbyterian Church, 10025 - 105 Street.

2 December, 8 pm  
The GMCC and U of A Jazz Bands I & II Concert. Raymond Baril and Tom Dust, directors. Admission: \$5/adult, \$3/student and senior. John L Haer Theatre.

4 December, noon  
Noon Hour Organ Recital. Admission: free. Convocation Hall.

4 December, 5:15 pm  
Advent Service—Lessons and Carols with the U of A Mixed Chorus. Robert de Frece, director, and Marnie Giesbrecht, organist. Admission: free. Convocation Hall.

All concerts and events are subject to change without notice. Please call 492-0601 to confirm concerts (after office hours a recorded message will inform you of any changes to our schedule).



## POSITIONS

*The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including aboriginal peoples, persons with disabilities, and members of visible minorities.*

### ACADEMIC STAFF

#### EXECUTIVE DIRECTOR, ASSOCIATION OF ACADEMIC STAFF

The Association of the Academic Staff of the University of Alberta (AAS:UA), representing nearly 2000 academic staff members, is searching for an Executive Director. The successful candidate will be versatile, self-motivated, reflective and collaborative, and will possess excellent research, writing and negotiating skills.

A university degree and a thorough understanding of the Canadian university system are required. A post-graduate degree with relevant experience, especially in serving and directing a volunteer association, will be strong assets.

Specifically, the Executive Director will:

- research, develop and present policy alternatives on compensation and contracts, association and university governance, financing and administration
- assist in negotiation and administration of agreements

- manage the activities of the Association and its staff, and
- consult with and advise the membership and the Association governing bodies.

Applications, including a resume and the names of references, should be submitted to:

Dr. Paul Woodard, Chair, Selection Committee AAS:UA, 3-47 Athabasca Hall University of Alberta, Edmonton, AB, T6G 2E8, not later than January 10, 1997.

#### MANAGER, EMPLOYEE RELATIONS

Applications are invited for the Manager, Employee Relations, reporting to the Associate Vice-President (Human Resources). The Manager is responsible for providing leadership to the Employee Relations function and team. The successful candidate will champion a "building better workplaces" philosophy and will implement proactive approaches leading to win-win solutions in all employee relations matters. The Manager will develop proposals and act as spokesperson in all collective bargaining matters and will provide interpretation, application and administrative services that support the collective agreement.

This professional will have the leadership qualities to build a solid relationship with the union and associations, incorporate alternate dispute resolution techniques and be a key member in all human

resource policy change initiatives. The ideal candidate will have an undergraduate degree in business or industrial relations with accompanied training in labour relations, labour law and progressive dispute resolutions systems. This senior opportunity requires an employee relations professional with at least 10 years experience as a spokesperson in collective bargaining dispute resolution in a complex multi-faceted work environment. Excellent communication, interpersonal, facilitation and negotiation skills are essential.

This is an Administrative/Professional Officer position; the salary range is under review.

If you have a successful history as an employee relations leader and team builder, please forward full personal details in confidence by 13 December 1996, to K Darwin Park, CMC, Davies, Park and Associates Inc., #904, 10235 101 Street, Edmonton, Alberta, T5J 3G1.

### SUPPORT STAFF

To obtain information on support staff employment opportunities, please contact the Human Resource Group, 2-40 Assiniboia Hall. Call the job information line at 403-492-7205 (24 hours), access the World Wide Web at URL <http://www.ualberta.ca/~hrgroup/empopp.htm>, or consult the weekly employment opportunities bulletin.



## ADVERTISEMENTS

### ACCOMMODATIONS FOR RENT

OLIVER, spacious executive condominium with spectacular river view. One bedroom, dining/den, sunroom, heated parking, security. \$925. 454-2125.

CALL NOW!! To buy, sell, lease a condominium, \$32,900-\$695,000. Ask for Connie Kennedy, condo specialist/consultant, 25 years expertise. Re/Max, 488-4000, 1-800-275-8191.

DUGGAN BUNGALOW - 3+1 bedrooms, fully furnished. New kitchen, double garage, 10 minute drive, close to bus. \$850/month, available 1 November. Nonsmoking, no pets. Western Relocation, 434-4629.

RIVERBEND - Rhatigan Road East, furnished executive bungalow, three bedrooms, finished basement, double front drive garage, 15 September 1996-30 April 1997, \$1,200/month, Western Relocation, 434-4629.

ASPEN GARDENS - Upgraded split level, fireplace, family room, office on third level, huge private yard, furnished. Immediate, \$1,000/month. Western Relocation, 434-4629.

WALKING DISTANCE TO UofA, 1,300', Parkallen home renovated. Suite in basement with private entrance, three bedrooms main and upper floor, two garages, one double with private suite above and private entrance. Other garage small car only. All appliances, \$1,100. 437-5828.

1 & 2 BEDROOM SUITES, one month free, excellent bus routes, underground parking, clean quiet building. Ramona, 436-0028.

PLEASANTVIEW - quiet, two-bedroom bungalow, ideal for seniors and professionals. Close to all amenities. Neutral appliances, hardwood floors, finished basement, all renovated, very clean throughout. \$750/month. Immediate possession. Fran, 433-9322.

BONNIE DOON - Clean, comfortable semi-bungalow, two bedroom, sauna, veranda, loft, bachelor suite, garage. Rent \$495/month, sale \$75,900. 458-3704.

GRANDVIEW - unfurnished, four bedroom and library. Finished basement, two fireplaces, double detached garage. Available immediately. \$1,200/month. 496-1129 (days), 433-1522 (evenings).

CAPITAL HILL - three bedroom home. Available December '96 until July '97. Modern kitchen including appliances. Hardwood floors. Quiet district. Private yard. Central westend location. No pets. Double attached garage. \$1,175/month. Florence Thompson, Prudential Spencer, 436-6833.

ONE MONTH FREE RENT - Saskatchewan Drive, spacious two bedroom apartment, river view, pool, sauna, exercise room, heated parking, all utilities, \$790/month, 434-1326, 495-3763.

A HOME FOR CHRISTMAS! Move in on 21 December. Two bedroom house, walking distance UofA campus, fridge, stove, basement, single garage. \$700 monthly plus utilities. No pets. No smokers. 451-2281.

RENT OR LEASE: furnished, two-bedroom house, westend. January-June 1997. \$600/month plus utilities. Nonsmoker, no pets. Lee Anna, 487-6580.

RECENTLY RENOVATED - furnished two bedroom character home for lease. Short or long term. Fully equipped. Cloverdale area across from Muttart Conservatory. Available immediately. Negotiable. (403) 433-2700.

IDEAL FOR VISITING SCHOLAR - Furnished room with ensuite bath. Main floor of faculty home. Nonsmoking. Breakfast and dinner included. David, 492-3433, 469-8877.

SOUTHGATE, THREE BEDROOM BUNGALOW - Also has one bedroom suite in basement. Four appliances, single detached garage, fenced yard. One block from all shopping, major bus terminal and medical. \$850/month. Available immediately, 434-8986.

McKINNON RAVINE, newer 2-bedroom furnished house, 10 minutes University, 1 January - 31 March, \$600 month. References, 452-8224.

ONE BLOCK TO CAMPUS - three bedroom charming house, newly decorated, large yard, \$700/month, 434-5568.

### ACCOMMODATIONS FOR SALE

VICTORIA PROPERTIES - Knowledgeable, trustworthy realtor with Edmonton references will answer all queries, send information, no cost/obligation. "Hassle-free" property management provided. (604) 383-7100, Lois Dutton, Duttons & Co. Ltd. #101-364 Moss Street, Victoria B.C. V8V 4N1

CALL NOW!! To buy, sell, lease a condominium, \$32,900-\$695,000. Ask for Connie Kennedy, condo specialist/consultant, 25 years expertise. Re/Max, 488-4000, 1-800-275-8191.

CLARIDGE HOUSE/U OF A - Discover spectacular view in two directions from this bright classy two bedroom condo, steps to University and all amenities. Swimming pool in complex. Janet Jenner Fraser/Gordon King, Prudential Spencer Real Estate, 483-7170.

MILL CREEK MAGIC! Located across from ravine, this upgraded bungalow offers everything! Hardwood floors, jacuzzi, fenced and landscaped yard. \$124,900 this one won't last! Janet Jenner Fraser/Gordon King, Prudential Spencer Real Estate, 483-7170.

9929 SASKATCHEWAN DRIVE - three ultra luxurious condos, over 2,000 sq ft, panoramic river valley view. Each is a unique one of a kind residence, underground parking. Pool, exercise room, billiard room, built as a condo penthouse. Priced from \$229,000. Ask for Connie Kennedy, Re/Max, 488-4000.

LANDSDOWNE, \$134,900! Three bedroom bungalow, adjacent to the University Farm, developed basement, double garage, quick possession available. Ed Lastiwka, Royal LePage, 431-5600.

THE BELGRAVIA - \$139,900. Adult condo, 27 unit complex. Open floor plan, features gas fireplace, garden doors, large balcony, underground parking, storage, appliances. Move in condition, two bedrooms, two baths. Florence Thompson, Prudential Spencer Realty, 483-7170.

GROAT ESTATES - Lovely two storey character home. Substantial renovations, including kitchen, bath, insulation and double garage. Hardwood floors. Large two-tiered deck. Fireplace. To see is a must. Call Anne Fry, Re/Max, 489-2950.

### GOODS FOR SALE

CASH PAID for quality books. The Edmonton Book Store, 433-1781.

### ACCOMMODATIONS WANTED

HOUSESITTER: Mature, non-smoking grad, pets welcome, housesitting references, Letter of Agreement, Mark, 455-4351.

HOUSESITTERS: Young, professional couple looking to housesit between the months of January-May. Joanne and Robb, 431-0518.

### SERVICES

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# UNIVERSITY OF ALBERTA CAMPAIGN

## U of A gives you so much more than a pay cheque, says donor

*Cheryl Luchkow felt giving to the Campaign  
was the right thing to do*

By Michael Robb

Cheryl Luchkow returned to hit the books when she was 32 years old. She admits that as a mature student she didn't know whether her brain still worked. It didn't take long for professors in the University's English Department to determine that she in fact had a very good brain. Luchkow eventually received The Alison White Prize in Children's Literature, given to undergraduate students on the basis of superior academic achievement in English 287, 388 or 389.

Several years later, the Administrative Professional Officer for the Faculty of Arts felt compelled to give something back. She recently donated to The Alison White Prize in Children's Literature as part of the internal fund-raising campaign.

"The U of A gave me an education and I wanted to give something back; this place gives you so much more than a pay cheque though," she says, pointing out

that giving to the campaign is a very personal decision. "I treated this very seriously. If we don't show our support for this place, how can we go out to people in the community and ask for their support?"

Luchkow says it was important for her to give to something very specific. The Prize in Children's Literature was a obvious choice. The English Department's reputation in the disciplinary area is outstanding, she points out. And she recalls that receiving the Prize back then made her feel good about herself.

Luchkow graduated with an Arts degree in June 1992, on her 39th birthday and her 19th wedding anniversary. "I felt like I was queen for a day." Her oldest son, Ben, started a program in Arts this year. A daughter now in Grade 10 may be the next to open U of A doors. ■



Cheryl Luchkow: A supporter of the Faculty of Arts

## Medical salaries

Continued from page 1

Calgary were in the top 10 cities in the world as a result," said Dr Tyrrell. "The AHFMR has improved the quality of medical care and educational programs, and clinical care, education and research are interconnected. It takes 10 to 20 years to build an academic health centre, but it can be destroyed in only two or three."

Dr Tyrrell said he believed funding reductions had contributed to higher stress and lower morale, salaries that are uncompetitive with other universities and academic leaders who are easier targets for recruitment by institutions located elsewhere. Diagnostic and other equipment is old and in need of replacement, and the student failure rate is triple what it used to be. At a national level, Canada is second to last (after Portugal) for its support of basic research.

The Dean offered five solutions:

- Introduction of population-based funding to cover the many out-of-region clients who use health facilities in Edmonton;
- Allowing health care professionals to participate in the planning and implementation of health care reform;
- A reinvestment in infrastructure, health care and universities;
- Development of alternative funding modes for academic health centres; and,
- Ensuring Alberta participates in the Canadian Medical Discoveries Fund, which allows citizens to invest retirement savings in development of promising discoveries.

Provincial Treasurer Jim Dinning said that even with the government's planned reinvestment, health care spending is not going to return to the "status quo". He advised scientists to explain to the public that research does indeed result in better health care, and to question how regional health authorities allocate their financial resources.

"When people are on waiting lists, it's hard to get them to give money for education and research", Mr Dinning said. "Some have told me that Albertans don't understand the contributions of research in terms of better treatment and in economic terms. If research is critical to the future of Alberta's health care system and to its economic future, how do we make the right choices and explain that to Alberta? If we can't convince people that our decisions are right, research will continue to take a back seat to more urgent priorities of the day".

He said in a later interview that regional health authorities are responsible for research spending as well as health care delivery, and should be advised by health care professionals if there are "useless procedures" they could eliminate rather than cut research funding. "To just say 'give us more' is a no-brainer," the Treasurer said. "I'll bet my mortgage that some things the health authorities are doing today have no impact on health outcomes." ■



## REMEMBER THIS FELLOW?

The Honourable Marc Lalonde, PC, OC, QC, recently expounded on the withering of the state. The former Liberal cabinet minister in the Trudeau government delivered this year's 1996 Merv Leitch Memorial Lecture, 20 November.

## Remembering Winnie...

Winnie Tamm died 29 November 1995, 20 months after being diagnosed with lung cancer. She was just 51 years old, and had been on staff here only since 1988, as the first academic staff member in the Women's Studies Program in the Faculty of Arts. During that brief time she affected many people's lives: colleagues, members of the Edmonton and Alberta public, and especially her students. Her passing left a large gap in our collective lives in the Faculty, the University and the Province.

I knew Winnie as a courageous and considerate friend and colleague; hundreds knew her as an inspiring and dedicated teacher; colleagues in Canada and in other countries knew her as an original and daring thinker and writer. We all miss her.

Susan Jackel, Women's Studies Program and Political Sciences

Winnie Tamm would, she tells us in her book *Bodied Mindfulness*, meditate on her problems in work and in life until she would solve them; and through clarifying them they would disappear. She lived at the intersection of many words: Buddhism, feminism, shamanism, the university,

family—and in the hearts of many people. Ultimately, she lived and died at peace, a peace won through courage, vivacity and laughter.

Francis Landy, Modern Languages and Comparative Studies

River woman, you run through the veins of your daughters, all the daughters you loved, advised, inhabited. When I met you, you seemed to me a whirlwind gathering murmurs, dispersing sounds. Within these walls, I find your presence. The warmth of your laughter soothes my skin, makes me believe in angels in place of sadness.

Claudine Potvin, Chair, Women's Studies Program

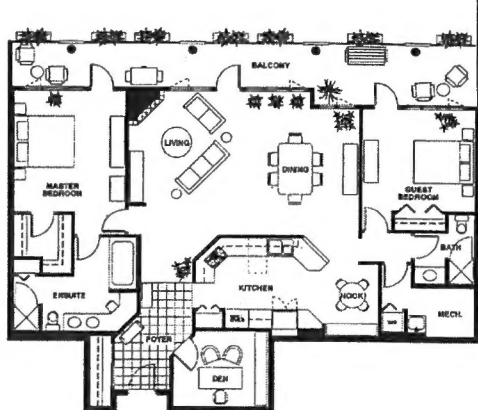


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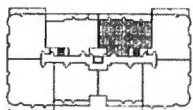
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**\*For University staff only**